



POSITION PROFILE

On behalf of our client, the Center for Victims of Torture,
CohenTaylor Executive Search Services
is conducting a retained executive search for its

DIRECTOR OF U.S. CLINICAL PROGRAMS



The
CENTER for
VICTIMS of
TORTURE

The Center for Victims of Torture (CVT) is an international nonprofit human rights organization headquartered in Minnesota, dedicated to healing survivors and ending torture and cruel, inhuman, or degrading treatment or punishment (torture/CIDT). By extending trauma-informed mental health and rehabilitative care to survivors of torture and severe war-related trauma, developing the capacity of institutions and individuals, and advocating against torture/CIDT and in support of human rights, CVT works toward a future in which these abuses cease to exist and their survivors have hope for a new life.

CVT was founded in 1985 as the first torture survivor rehabilitation center in the United States and just the second internationally. CVT has developed highly specialized models of care that have been proven to be particularly effective for people who have endured deeply traumatizing experiences. From its beginning as a single torture rehabilitation center in Minnesota, CVT today extends multi-disciplinary rehabilitative care and trauma-informed mental health services to survivors of torture/CIDT/war-related trauma in several countries in Africa, the Middle East and in the United States. CVT also has outreach and program initiatives to extend care and resources to survivor family members and wider communities, allowing the circle of healing to broaden beyond the individual. CVT is considered a thought leader in the field and is one of the largest organizations of its kind.

CVT provides training and consultations to torture rehabilitation centers inside and outside the U.S., increasing skills for providers and outcomes for clients while also focusing on sustainability. As a result, more survivors get highly effective care, and the capacity to provide this care is sustained over longer periods of time. In many instances, this includes training on secondary trauma and resiliency for those centers' staff. CVT also builds the capacity of human rights defenders and human rights organizations globally, and engages in policy advocacy on federal, state and local levels.



MISSION

To heal the wounds of torture on individuals, their families and their communities, and to end torture worldwide.

VISION

A world without torture.

VALUES

- Hope – We believe a better future is possible.
- Human Dignity – We commit to respecting the humanity of all people.
- Integrity – We commit to holding ourselves accountable, ensuring honesty and transparency.
- Equity – We commit to dismantling barriers to justice and advancing opportunities for all.
- Collaboration – We commit to listening to, working with, and learning from survivors and each other.

Learn more at
www.cvt.org

CVT'S FOUR PRIMARY AREAS OF WORK

Rebuilding Lives and Restoring Hope

In the United States, CVT operates projects in Minnesota and Georgia, serving asylum seekers and refugees from throughout the world and often working in as many as 20 languages each month. In Africa, CVT operates in Ethiopia, Kenya and Uganda. In the Middle East, CVT operates in Jordan and Iraq. In each location, care is taken to reach as many survivors as possible, based on their needs for accessibility, transportation, cultural concerns and trauma-informed considerations. Each year CVT rebuilds the lives and restores the hope of about 25,000 individual survivors and family members.

Monitoring, Evaluation and Research

CVT is widely known for the quality of its program evaluation efforts, through which programs are adjusted and improved as results are tracked, including changes in clients' mental health and social functioning ability. CVT operations are rooted in solid research, including completion of a five-year randomized controlled trial that tested the CVT intervention of weekly psychotherapy and intensive case management against a control group. CVT clients posted superior health and functioning outcomes in all domains measured, as well significantly lower in-patient and out-patient health costs.

Developing Capacity

For more than twenty years, CVT has organized technical assistance and training for torture survivor centers and programs in the U.S. and countries in Africa, Asia, Europe, and the Middle East. CVT is now working with programs in the U.S. and outside of the U.S. These initiatives focus on building clinical skills, strengthening organizational development efforts, and enhancing program sustainability (including organizational finances, monitoring and evaluation capabilities, staff retention, and staff development). CVT has expanded its secondary trauma training and resilience capacity development programming in recent years, working with human rights and humanitarian relief organizations and human rights defenders globally and with legal services providers assisting asylum seekers on the U.S. side of the U.S./Mexico border. The organization also develops the capacity of human rights defenders and organizations globally through strategic and tactical training and consultations as well as through digital and personal security training.

Policy and Advocacy

Policy advocacy efforts focus on preserving access to asylum and refugee resettlement for torture survivors seeking protection in the United States; ensuring humane detention, interrogation and prisoner treatment policies in U.S. counterterrorism operations; and increasing U.S. and other governments' funding for torture survivor rehabilitation in the U.S. and internationally. Because of CVT's advocacy and collaboration with others, the U.S. is the largest international donor to torture survivor rehabilitation. CVT also supports human rights defenders around the world with tools and resources to support effective advocacy efforts. And, the organization is launching new advocacy work in the areas of police violence, criminal justice reform, and related issues.

HEALING THE WOUNDS OF TORTURE

CVT rebuilds lives by extending healing care to survivors of torture, CIDT and severe war-related traumas. Its healing care in Africa, the Middle East, and in the U.S. in Georgia and Minnesota restores hope so survivors can once again live healthy, productive and peaceful lives.

In areas of the world where few mental health resources are available, CVT extends mental health and, where possible, physiotherapy care to survivors. Most survivors receive small group counseling; survivors with severe trauma symptoms receive private individual counseling, with many joining small group counseling when they are able. In some locations, physical therapy is provided to help survivors decrease the pain and disability of torture.

In addition to providing direct mental health care, CVT trains members of the community and refugee population in specialized psychosocial skills as group counselors, physical therapists, advocates, educators and trainers. CVT's goal is to develop mental health and physiotherapy resources where none existed before.

Learn more about CVT's work at www.cvt.org/HealingTorture

U.S. CLINICAL PROGRAMS

In the United States, CVT extends care to torture and war survivors through clinical locations in Georgia and Minnesota. Each survivor works with a team of specialists who provide psychotherapy, social services/case management, medical treatment, nursing care, and massage and physical therapy.

In Minnesota, CVT has three clinical operations. Through its Healing Hearts program, CVT provides life-saving care in primary care clinics in St. Paul/the East Metro area. In St. Paul, CVT operates a clinic where hundreds of survivors receive care each year with a focus on individual therapy and social work case management along with nursing, medicine, psychiatry and physical therapy. In 2020, clients came to the St. Paul Healing Center from 36 countries, with many coming from Ethiopia, Cameroon and Liberia. Most came to the U.S. seeking asylum, and the majority are diagnosed with anxiety, depression, PTSD and somatic problems. In St. Cloud, CVT extends community education and healing services to the Somali community.

In 2016, CVT Georgia was created in Atlanta to help survivors living among the state's large refugee and immigrant community heal from past trauma and build new and successful lives for themselves and their families. In 2020, CVT Georgia extended care to clients from 25 countries, with many from Democratic Republic of Congo and Cameroon. Some clients arrive through the U.S. Southern border after undergoing a very difficult and dangerous journey as they escaped their home countries. As is the case in Minnesota, clients in Georgia endure anxiety, depression, PTSD and somatic problems.



THE ROLE

This new leader can be located in Minnesota, Georgia, or in other locations in the United States. The Director of U.S. Clinical Programs will be responsible for providing expertise and leadership over CVT's U.S. clinical programs, ensuring the integrity and sustainability of services provided. The new Director will provide oversight to current programs and lead the development and delivery of new programs and services to clients and serve as a representative spokesperson of domestic clinical programs to external stakeholders, media, funders, partners, and others. The Director will also be an active member of the organization's senior leadership team.

Reporting Relationships

This Director will report to the Director of Global Operations and have direct oversight over the existing Program Managers. The Director will also supervise those who lead new programs, including a new initiative in Tucson, Arizona.

Key Accountabilities

Program Leadership

- Direct the development, implementation and evaluation of U.S. clinical programs in alignment with the strategic plan, annual work plans and grant obligations.
- Lead program development, assessment, proposal development and reporting.
- Manage the department's annual budget and manage program expenditures within budget parameters.
- Enhance coordination and collaboration across programs.
- Partner with relevant staff to expand CVT's clinical programming to other states and other locations in Minnesota and Georgia.

Clinical Leadership

- Serve as an advisor to the organization on issues pertaining to client care, ethics, clinical services, best practices, clinical staff and clinical training.
- In collaboration with the Director of Global Operations and Directors of International Services and Research, organize a cohesive clinical approach on CVT programming, capacity development and research.

Staff Leadership

- Lead staff in all of CVT's U.S. clinical programs, ensuring best practices and coordination of workflow, resources and priorities.
- Build a strong and cohesive department that works in collaboration with other departments across a complex organization.
- Hire, train, coach and develop staff members through professional development, ongoing feedback.

Strategic Leadership

- Serve as an organizational leader through membership in the organization's Executive Team.
- Serve as a representative of the organization and foster relationships that advance organizational priorities.
- Maintain regular communication and flow of information within the department and across the organization.
- Participate in the development, implementation and management of the organization's strategic plan, annual budget, department budget and associated resource allocation and annual department workplans, in alignment with the organization's mission.

Privacy Officer

- Serve as the HIPAA Privacy Officer and ensure policies and practices uphold client privacy. Provide oversight on the legal and ethical aspects related to client privacy.
- Serve as a member of the organization's Risk Management Team.

Clinical and Departmental Representative

- Serve as a spokesperson and lead resource for CVT's U.S. based clinical services.
- Speak to visiting groups and the media, as needed.
- Collaborate in fundraising activities.

THE IDEAL CANDIDATE

This is a crucial time in CVT's growth, with a heightened demand for its services to heal torture survivors and end torture. This new Director will have the opportunity to strengthen and advance CVT's clinical operations in the United States.

The ideal candidate will be a seasoned, collaborative leader who understands how to lead others through clear communication, expertise, inspiration and motivation. Successful candidates will bring demonstrated professional leadership and clinical operations experience in such sectors as torture or trauma rehabilitation, human rights, humanitarian relief, clinical mental health, psychosocial and/or social justice. Experience as an influential external leader and spokesperson will be important, as will exceptional empathy, listening and communications skills with a clear focus on infusing internal and external work with Diversity Equity and Inclusion efforts.

Additionally, given that CVT operations carry significant operational, programmatic, reputational, financial, HIPAA and legal risks, candidates for this position would ideally also understand how risk is managed and be prepared to engage in high-level questions, including costs and benefits of operating in various and diverse locations. Aspiring candidates will also convey a level of resilience and flexibility while virtually leading and inspiring distributed teams.

QUALIFICATIONS

- MA in psychology, counseling, social work or related field, and relevant clinical licensure. PhD or PsyD in psychology, counseling or related field and relevant clinical licensure preferred.
- 6 years of professional experience in the provision of clinical care to trauma survivors. Experience working with torture survivors, refugees or immigrants preferred.
- 3 years of experience supervising interdisciplinary teams.
- 2 years of program management experience, including management of budgets, grants and program outcomes.
- Ability to manage direct reports effectively; including ability to develop rapport, build strong, trusting relationships.
- Ability to work cross-culturally, either gained from professional work or lived experience.
- Superior interpersonal skills and demonstrated ability to collaborate and communicate effectively with individuals across an organization.
- Ability to develop relationships and communicate effectively internally and externally.
- Interest and ability to engage in diversity, equity and inclusion efforts.
- Interest in or commitment to human rights.

**FOR MORE INFORMATION OR TO SEND
YOUR CREDENTIALS, PLEASE EMAIL
CVT@COHENTAYLOR.COM**

ALL INQUIRIES WILL REMAIN CONFIDENTIAL.



Equal Opportunity Employer/Protected Veterans/Individuals with Disabilities: The contractor will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information.

CVT is an equal opportunity employer and is committed to hiring and fostering a diverse and inclusive workforce that leverages the skills and talents of all employees, regardless of race, color, creed, religion, national origin, sex, gender identity, sexual orientation, disability, age, marital status, veteran status, familial status, genetic information, or any other protected status. We encourage candidates with diverse backgrounds such as these to apply for this position.